GATOR AID

Vol. 1, Issue 2 "The Newsletter of the 4th Dental Battalion" 31 March 98

ARCTIC CARE 98 BEGINS!!!

After months of detailed planning, Arctic Care 98 finally kicked off on 14 March when DT1(SW/FMF) Raymond Townsel, DTC(FMF) Hillary Farmer, DT1(FMF) Titus, DT1(FMF) Bradley and DT1(FMF) Wayne Adams departed to Bethel, Alaska as the Advance Party. As of 18 March, reports by land line from the team were already filled with excitement and adventure. The team reported that during air ops the BlackHawk helicopter ran out of JP-5 and had to make an emergency landing on the ice. Further details are not in about the helicopter incident, however, the team's morale was high and only 2 villages were left to set up.

The Main Body is due to report in to Bethel, Alaska on 22 March and depart for home on or about 4 April, 1998, just in time for spring thaw.

The Arctic Care 98 team is comprised of the following personnel: Officer in Charge, CDR Campen, CDR Matteoli, CDR Miller, CDR Gonzalez, CDR Fischer, CDR Black, LCDR Woerz, LCDR Bowersox, LCDR Paulette, LT Morris, DTC Farmer (I&I), DTC Browne, DT1 Townsel (I&I), DT1 Bradley, DT1 Titus, DT1 Overacker, DT1 Andersen, DT1 Catron, DT1 Adams, DT2 Barber, DT2 Werkowitc, DT2 Selix, DT2 Rogers, DT2 Capers, DT2 Abbott, DT2 Allen, DT3 Dean, DT3 Scarborough, DT3 Stevens, DT3 Hadd, and DT3 Doneff. The team will provide expert dental care to theYupik Eskimos in the following villages: Bethel, Hooper Bay, Kipnuk, MT. Village, Kasigluk, Toksook Bay, Akiachuk, Quinhagak, Aniak, Emmoniak, and Chevak. More coverage of AC 98 will follow as details come in.

DT RATING CELEBRATES 50TH BIRTHDAY!

The Dental Technician rating was established by the Secretary of the Navy on December 12, 1947. On 2 April, 1948, the rating became effective, authorizing dental technicians to wear the dental rating badge. Dental Technicians are a part of the Navy Health Care Team, Occupational Field XIV.

Navy Dental Technicians began a tradition of exceptional service long before their designation as a rating in 1948. As members of the Hospital Corps, the DT community grew into a trained, professional body ready to perform their work under arduous conditions.

Enlisted personnel with training or experience in dentistry provided care at some locations. As early as 1903, a handful of Hospital Stewards (Chief Petty Officer's) who were known to have a dental background were assigned to the Naval Stations in Newport, Rhode Island and in Guam.

Unsuccessful attempts to

(Cont'd on Page 2)

The "Gator Aid" is the quarterly publication of the 4th Dental Battalion. Article submission guidelines: Send material at any time! Articles may be sent as e-mail, or as a wordprocessor file. Floppy disk by mail ok. NO FAXES of articles or graphics. Pictures sent in will be returned after use. Picture and wordprocessor files can be sent as file attachments. We regret that all material cannot be used due to size limitations. Material submitted and not used in this issue will be used in the next issue. Subscription is free.
Editor: DTC(FMF) Hutzel e-mail: William_A_Hutzel@marforres.usmc.mil

FAMILY ASSISTANCE CORNER

by CarolAnn Kucharz, Battalion Key Spouse Coordinator

DT RATING HITS SILVER!!!

First I should introduce myself. I am CarolAnn Kucharz and I am the 4th Dental Battalion Key Spouse Coordinator. My husband, CAPT Ken Kucharz, is the Commanding Officer of the 14th Dental Company and for the past 18 months I have been the Key Spouse for the Company.

My goal in the months ahead is to rejuvenate the program and establish a foundation on which my successors can build. I see a critical importance in establishing a database of family contacts that can be used in time of mobilization to keep your families informed. Unit Company Commander's and Detachment OIC'S must keep this list current with additions of new members. The Inspector-Instructor Staff is currently visiting each DET and will be asking you for family information during their visits.

Next I will ask each Company Commander to provide a Key Spouse for their unit as my contact person. In this way we can establish a phone tree to keep in touch at all times. There are training courses for Key Spouse volunteers and those who serve are eligible to attend. Please start thinking about candidates for that job in your unit. Once the database and phone tree is in place, we will be much more prepared in the event of a mobilization. In addition, with a good database in hand, I can mail information to your family contacts so we can improve "family readiness" in the Battalion. The stated goal of the Family Assistance Program is to provide a personal link between family members, the unit command, and community support organizations. The intent is to prevent family stress by providing a healthy community environment that will allow unit members to focus on their mission and be confident now, rather than wait until the day after mobilization.

Getting this program back on line will require some work but the potential value is well worth the effort. I will appreciate any support you, the unit members, can offer.

NAVAL TRIVIA

"Duffle"- A name given to a Sailors personnel effects. Also spelled duffel, it referred to his personal clothing as well as to the seabag in which he carried and stowed it. The term comes froms the Flemish town of Duffel near Antwerp, and denotes a rough woven cloth made there.

(Cont'd from Page 1)

establish a Navy Dental Corps, or even to hire civilian contract dentists , continued for the next several years.

The Surgeon General noted in 1909,

"There is not authority of law for employment of dentists in the Navy, and details of certain members of the Hospital Corps for such work is in the nature of a makeshift until Congress authorizes the organization of a Dental Corps."

That corps was finally established in 1912. Although dentists were authorized "such enlisted men as may be detailed to assist them," the scarcity of Hospital Corpsmen in the years before World War I remained. Barney Taylor, one of the Navy's first Chief Dental Technicians, noted in 1948 that "seaman or fireman with no aptitude or interest in dentistry were assigned to the dental office."

Clearly, a professional assistant with technical knowledge was required. When the Naval Dental School was created in Washington in 1923, a four month course, held twice a year, was established to train dental assistants.

While professional shortages would continue for the foreseeable future, the course of instruction did set a standard of training and professional expectations for the new specialty. The 11 Hospital Corpsmen who were graduated from the initial class of the Naval Dental School can be considered the first Navy-trained Dental Technicians.

HAPPY BIRTHDAY!!!!
THE TRADITION LIVES ON!!!

CADUCEUS

The **caduceus** was the wand of *Hermes*, Greek god of chance and messenger of Olympian deities. The wand, made of olive wood and gold, was entwined with serpents and surmounted by wings. It possessed magical powers over dreams, waking and sleep. Hermes placed the wand gently upon the eyes of those who were being summoned to the hereafter, and he carried it as his staff in conducting the dead to the netherworld. The wand originally belonged to Apollo; upon hearing the shepherd's pipe that Hermes played, however, Apollo bargained to exchange the wand for it.

The caduceus has become a widely accepted symbol for the medical profession. The more appropriate symbol would be the staff of Asclepius, who was the Greek god of healing, whereas Hermes was the protector of merchants and thieves, but both symbols have ancient roots. The staff of Asclepius, entwined by a single snake, was part of the crest of the U..S. Surgeon General's office in the early 19th century, but it was replaced in 1871 by the caduceus, perhaps partly because of the aesthetic preference to the latter's symmetry. Both symbols are used today by various medical services.

OPERATIONS UPDATE

By CDR Karen Petrella, DC, USNR **Ops Boss**

Every quarter brings changes to the S-3 Operations and Training Department. Dates, exercises, and manning levels have been in a constant state of flux. Thanks to the "can-do" attitude of 3 dental officers of the 14th Dental Company and 5 Dental Technicians from the 4th Dental Company we were almost able to pull off a humanitarian mission to Venezuela with less than 30 days of lead time. It was amazing to see the spirit of cooperation from the Battalion personnel who volunteered in support of this extremely short-fused exercise. The only regret is that it was not to be this year. There are hopes of seeing this unique opportunity in the future.

March heralds the beginning of the exercise season for the 4th Dental Battalion. **Arctic Care 98** continues on it's path bringing 10 dental officers and 20 dental technicians to 5 remote villages in Alaska. The OIC, CDR Campen, has laid the groundwork for a very rewarding experience. **Express Sword**, a new exercise for the 4th Dental Battalion, is a FIREX with the active duty 10th Marines at Fort Bragg, NC in the March-April timeframe. It spans 4 weeks with one dental officer and 2 technicians in each of the main and rear parties. Dental care for this exercise was previously handled by the active duty personnel from Camp Lejuene. This is our chance to show them what the Reserves can do!

Operation LoneStar, a new humanitarian mission in the Laredo, Texas area in August, has blossomed from an early requirement for 1 dental officer and 2 dental technicians to include 6 dental officers and 12 dental technicians. CDR Doll, the exercise OIC, is still in need of one dental technician to jump into this exciting mission.

The chance to go to C-4 training has come, gone, and returned this FY after some very persuasive communications between the Battalion Commanding Officer and those in control of the billets at BUMED. Congratulations to those who were able to take advantage of the training this year. Every effort is being made to see that the opportunity is there next FY.

By this time, all of the detachments have been visited by the Inspector-Instructor Staff. In their role as Instructor, they have met with unit personnel to assure that the submission of required reports, (i.e SITREP), is no longer an onerous task. Positive results are expected from their and your efforts.

The credentials process continues to plague many dental officers. The S-3 Staff has made every effort to keep individuals informed about discrepancies, however, it is up to each and every dental officer to maintain an updated Individual Credentialing File (ICF). An officer who fails to communicate with the CCPD runs the risk of losing his/her privileges and being sent to the IRR. The 4th Dental Battalion cannot afford to lose even one dental officer in this preventable way.

Operations and Training is looking forward to the next quarter and the changes it will bring!

S-3 Operations/Training Officer:	CDR Karen Patrella, DC, USNR
S-3 Operations Chief:	DTC(FMF) Wayland Jordan, USN {I&I Staff}
S-3 Training Chief:	DT1(FMF) James Tucker, USN {I&I Staff}

"FROM THE BRIDGE"

Captain Mark W. Biolo, DC, USNR
Commanding Officer, 4th Dental Battalion, 4th FSSG

When we talk of organizational and personal excellence we most often refer to our Core Values. We speak of Honor, Courage, and Commitment. We should because these Core Values are indeed the very essence of personal excellence.

However, there are some other terms that I think don't get enough press in the professional or business writings of today. One of those terms is ***enthusiasm.*** Not long ago, a fellow by the name of Bill Moore took charge of a several hundred million dollar company in Dallas, Texas called Recognition Equipment. It was bleeding and in terrible shape, near bankruptcy when he took it over. In a very short period of time Bill Moore turned that company around with vision, acting as the chief salesman and dramatist, and something else. The thing that he contended was the most important of all - ***enthusiasm.*** He said, "I just can't overemphasize enthusiasm in making the process work!" And I think we all know it. I mean, that's the crime! When you're 4, 5, or 6 years old, enthusiasm and verve is what life is all about. Then our darned formal education system, starting with first grade, drives it right out of us. And if it isn't gone by college or technical school, let me tell ya, the medical schools, the dental schools, and professional schools - they don't allow for that kind of language. But ***enthusiasm*** is the game! It is the energy that boils over and spills down the sides of the pot. It is what gets us going and keeps us at it!

Another word of the same sort is ***pride.*** Joe Paterno, Penn State University's head football coach has had a remarkably successful career. Few match it. And when asked about his success a few years back, Coach Paterno said, "If you have pride in your organization, you can get people to do anything!"

Yet when I reread the coach's remarks not long ago they triggered in my mind the exact opposite thought. I remembered a zone inspection I had conducted aboard the USNS Mercy on our way to the Persian Gulf. The division involved was not only filthy, but wholly unprepared for the high winds and heavy seas that had been forecasted. Throughout the course of the inspection, I pointed out discrepancy after discrepancy until finally the Department Head involved, a senior Nurse Corps Officer, turned on me with a vengeance. She got right in my face and poking her finger in my chest exclaimed, "Commander, sit down and shut up if you're going to keep on like that!" She said, "Get off our case fella, we are no worse than anyone else!" And I thought, "Oh no." "Wouldn't that make a fine slogan. Can't you see it? 'We are no worse than anyone else'. 'Universal Widgets, founded 1902 - We are no worse than anyone else.' A thousand ways I hear it every day. "We can't afford this level of service." "Nobody is doing it that way." We can't possibly take care of our people because nobody is making that kind of commitment.... But ***pride, pride*** is everything.

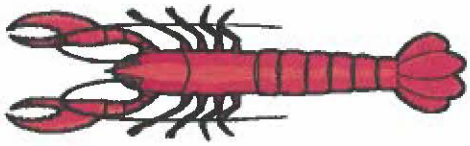
Well, one more word. And boy, you talk about a word that's missing in management books, it's the word ***love.*** I am at a loss, in some respects, as to how to talk about this. Because it has come as shock, a complete surprise or totally unexpected over these past several years to listen to the words of people for whom I have come to have great respect. There is no foundation in my background as a Naval Officer, as a scientist, as a surgeon for the kinds of language that I have tripped across.

There's the Zeeland, Michigan based Hermann-Millar Company, the superior manufacturer of really top quality office furniture. Hermann-Millar is a highly profitable company, over 500 million dollars, and was chaired by a fellow named Max Dupree. What was his objective? Did he talk about 15% earnings per share growth whether you need it or not, good times or bad? No! He had but one single prime objective for Hermann-Millar. He said, "My goal is that when people both inside and outside this company look at us, they will say, "Those folks are a gift to the spirit." He went on to add, "The common wisdom is that American managers have to learn to motivate their people." That's nonsense! Employees bring their own motivation. What people need from work is to be liberated, to be involved, to be accountable and to reach their potential. That's what Max Dupree tried to achieve at Hermann-Millar. And his success, in terms of dollars and cents, would seem to indicate that it pays.

Another example is a man by the name of Irwin Fetterman who took over a downtrodden organization several years ago. Monolithic Memories was a failing company. In fact, the only reason the board turned it over to him was that he was the head accountant and they wanted someone who could shepherd the bankruptcy. Well, he looked at the company another way. He turned the company into a shining star. And to what does he attribute his success? He says in plain language, "Revitalization of the human spirit saved this company." That's a word that comes from the hard nosed, dog eat dog silicon chip business.

Love, Pride, Enthusiasm, together with **Honor, Courage, and Commitment** are the hallmarks of superior people. They are the trademarks of leadership. It is leadership that brings our organization to life, that brings people to excellence. After all, **leadership is getting average people to do superior work.**

FROM THE OPEN CLAW
CAPT MEDICK M. CAPIRANO
EXECUTIVE OFFICER



I will once again embark upon a new and adventurous journey. I was born a war baby in the small town of Brownsville, Pennsylvania located on the banks of the Monongahela River in the southwestern corner of the Keystone State in the year of our lord 1946. My father served in the United States Navy in World War II as an Aviation Metalsmith Second Class. My grade school and high school education was local and I received my Bachelor of Arts degree from West Virginia University in 1968. I attended the University of Pittsburgh, School of Dental Medicine and received my D.M.D. in 1974. There was no question as to my military affiliation as I immediately joined the U.S. Naval Dental Unit at the University of Pittsburgh, School of Dental Medicine. I was one of the first recipients of the original Health Professions Scholarships.

I reported for active duty to Marine Corps Base, Quantico, Virginia, after performing several weeks of indoctrination at Bethesda Naval Hospital, Bethesda, Maryland. I was discharged from active duty in July of 1976 and became an operative instructor at Temple University, School of Dentistry in Philadelphia, Pennsylvania. I assume all life movements have some relative predestined purpose as I met my present wife, Faye, whom I have been married to for 17 years. In 1978 I moved back to western Pennsylvania to secure a position at the University of Pittsburgh, School of Dental Medicine. I also initiated my graduate studies leading to a certificate in Prosthodontics. I am the Associate Chairman for the Department of Prosthodontics and the Director of all undergraduate Removable Prosthodontic Curriculums.

I am a member of the American Dental Association, the American College of Prosthodontists, the Academy of Fixed Prosthodontics. I am also a member of the Supreme Council of Delta Sigma Delta, International Dental Fraternity. In 1984 I became the Training Officer for NDCL Bethesda 105, Pittsburgh, PA. I progressed from Training Officer to Executive Officer and finally to Commanding Officer.

After the demise of my Bethesda unit, I was selected as Commanding Officer for NDCL Norfolk 505, Pittsburgh, PA. As the sole dental bearing unit, we provided mutual support for many onsite, offsite, and out of state Naval and Marine units. My Reserve active duty tours include: Naval Educational Command, Bethesda Naval Dental Center; Arlington Annex Branch Dental Center; Marine Corps Base, Quantico Dental Center; Washington Shipyard Dental Center; Naval Dental Center Bermuda; Naval Dental Sigonella, Italy and Naval Dental Center, Naples, Italy.

My interests cover a wide range of topics. They briefly include: travel, photography, physical fitness, firearm collections, music collections, dentistry and so on and so on. I am now looking forward to walking on the green side of the road, and experiencing new people and new adventures. Only time will tell when this chapter will be completed.

FY 98 Baseload.....

EXERCISE	DATES	LOCATION	TASK UNIT	LEAD BATTALION / POC	OFFICER IN CHARGE	OEH	T&I	TEEP#	APPROVED	FUNDED
ARCTIC-CARE	22MAR-04APR	ALASKA	4TH DENBN		CDR CAMPEN	10 / 20 / 1	DT1 TOWNSEL	CM82-0818	YES	NO
IPC	15-20 OCT 97	BETHEL, AK			(919) 354-4888	1 / 0 / 0		CM81-0815	YES	YES
SITE SURVEY	13-25 NOV 97				(919)354-5337/FAX					
MPC	08-12 DEC 97	BETHEL, AK				1 / 0 / 1		CM81-0816	YES	YES
FPC	24-28 FEB 98	BETHEL, AK				1 / 0 / 1		CM81-0817	YES	NO
CAX 7-98	08-21 JUN	29 PALMES, CA	4TH DENCO	HQSVCBN	CDR GODBOLD	4 / 7 / 1	DT1 ERBY	M83-0001	YES	YES
MPC CAX 7/8	05-08 FEB	CAMP PEN		MGYSGT MARTIN	(619) 489-6953					
H PC	14-15 MAR	MARIETTA			CDR GODBOLD					
CAX 8 - 98	27JUN-12JUL	29 Palms, CA	4TH DENCO	4TH MAINT BN SSGT COOK (704) 598-0015	CDR SANTOYO (760) 382-9425	4 / 6 / 1	DTC FARMER	M83-0002	YES	YES
FIREX	01-16 AUG	FT CARSON, CO	24TH DENCO	14TH MARINES/MSGT HOLLEY	CAPT NANNY	4 / 7 / 1	DT1 TUCKER	D84-0185	YES	YES
IPC	03-05 OCT 97	FT CARSON, CO		972-286-6325 SSGT SHUCTER	(407)267-8881	1 / 0 / 1		D81-0183	YES	YES
MPC	08-08 FEB	FT CARSON, CO						D82-0184	YES	YES
AOT 1/2	16-29 AUG	CAMPEN/CORONA	24TH DENCO	MAJ SCHLOTZAUER	CDR GLESMANN	2 / 4 / 0	DTC DAVIS	M84-0003	YES	YES
IPC	02-03 DEC	NAB CORONADO		(910) 244-2898	(248)851-9935					
MPC	10-12 MAR	NAB CORONADO								
FPC	27-28 JUN	SAN BRUNO CA								
10TH MARINE										
FIREX MAIN P	14-29 MAR	FT BRAGG, NC	14TH DENCO		CDR ROBERTSON (540)951-1908	1 / 2 / 0				
FIREX REAR P	28MAR-11APR	FT BRAGG, NC	14TH DENCO		CDR HENSCHEL	1 / 2 / 0				
MPC	14 JAN	CAMP LEJEUNE	14TH DENCO		(910)777-2338					
MCRD SAU	10-25 JUN	BEAUFORT, SC	14TH DENCO			4 / 8 / 0		F83-0397	YES	YES
MCRD SAU	10-25 JUN	SAN DIEGO, CA	14TH DENCO		CAPT KUCHARZ (909)993-9294	4 / 8 / 0		F83-0398	YES	YES
MCRD SAU	13-23 JUN	CAMP PEN, CA	14TH DENCO		CDR BLACK (414)549-1026	4 / 6 / 0		F83-0396	YES	YES
LONESTAR	27JUL-7AUG	LAREDO, TX	4TH DENBN		CDR DOLL	6 / 12/1	DTC JORDAN	F84-0469	YES	YES
IPC	06-07 DEC	LAREDO, TX			(717) 531-6394			F81-0467	YES	YES
MPC	08-11 MAR	LAREDO, TX						F82-0475	YES	YES
FPC	25-27 JUN ?	LAREDO, TX						F83-0468		
COBRA GOLD	14MAY-3JUN	THAILAND	4TH DENBN			2/ 0/ 0?		MF83-0006	YES	YES
					OFFICERS 42					
					ENLISTED 83					
					H STAFF 6					
					C-4 9					
					NECAP 25					

"THE FIGHTING FOURTH"
4th Dental Company Update

The 4th Dental Company has completed the transitory 1st Quarter without any major catastrophes. All of the bumps with the new personnel have been smoothed, and we are fast approaching the beloved AT season. We have a small contingent supporting Arctic Care (4 officers and 4 technicians) and a majority of the Company waiting anxiously for CAX 7 and 8. We have 14 new technicians who will be attending NECAP throughout the year.

CDR Mary Ann Gonzalez is doing a superb job of organizing our Company IDTT, which will be held April 23-26 at Camp Pendleton, CA. Although funding is very tight, we anticipate an excellent turnout, and a wonderful training experience for all. Locked on, so far is a one day dental repair course sponsored by ADEC, IV certification, BLS-P, PRT, partial denture proficiency, along with a day of clinical support. We are really looking forward to getting all of our outstanding dental officers and technicians together for this opportunity to train and socialize together.

Congratulations to DT1 Ken Russell from Detachment 2 for being named our Sailor of the Quarter for the 1st Quarter, 1998. We are very proud of DT1 Russell, and all members of the Company for their dedication, and never ending commitment to excellence as they serve in the "Fighting Fourth."

From the Goat Locker

By DTCM Jill Fernandez, USNR, Command Master Chief

BRAVO-ZULU

Congratulations to DT1(FMF) Warren Giggetts, 24th Dental Company, Detachment 2 for his selection as the RADM Vaughn Outstanding Dental Technician of the Year Award at this year's RADM Vaughn meeting in Dallas, TX. Also congratulations to DT1(FMF) Mark Titus, 24th Dental Company, Detachment 3 for his selection as Sailor of the Quarter for the 4th Dental Battalion. Bravo Zulu to both of them, these shipmates have displayed outstanding leadership and professional performance.

Happy Birthday to all of you!!! On 2 April 1998, the Dental Technician rating will turn 50! Navy Dental Technicians began a tradition of exceptional service long before their designation as a separate rating in 1948. In the years since, the Dental Technician community has grown into a trained, professional organization ready to perform under arduous conditions. I'm proud to be one of them and serve with such fine shipmates. Our fifty years of proud service to the Navy and Marine Corps point to a future of great promise. Keep up the good work!!!

ENLISTED LEADERSHIP TRAINING COURSE

"Strong leadership is the cornerstone of our Navy and the key to our future. With it, we will remain the world's best. Strong leadership will ensure mission readiness and provide our members and their families with a sense of purpose and commitment to our profession. As good as we are, improving leadership throughout the chain of command is essential to our future success." (Admiral Jay Johnson, CNO) The leadership training continuum was established to impart leadership qualities into a program of recurring training for our Sailors.

We in the 4th Dental Battalion need to have a plan to ensure that these requirements are met. We must not allow our troops to miss opportunities for advancement because we failed to recognize and plan for this need. The balancing act among operational commitments, rate training, FMF training, and leadership training will be a difficult one to orchestrate but working together and anticipating our Sailor's needs will ensure this evolution takes place.

Reference: ALNAVRESFOR 18/97

- E-5 Drilling reservists are not required to attend the E-5 LTC, but are encouraged to when time, funding, and quotas permit.

- E-6 and E-7 If advanced to E-6 or E-7 after 1 September 1997, a drilling reservist has 24 months to take the LTC course. If an E-6 or E-7 has not already attended LMET or NAVLEAD in their current paygrade, they must complete the LTC nlt 1 October 2000 for further advancement.
*Requests for waivers to delay attending the course within 24 months of advancement must be approved by the first Flag Officer in the chain of command.

E-8 and E-9 There is no mandated requirement for LTC for SELRES E-8 and E-9 personnel. Members may request and are encouraged to attend the Senior Enlisted Academy, a 9 week evolution in Newport, RI or the 2 week Command Master Chief course given at the Naval Reserve Professional Development Center located in New Orleans.
*AT will be the primary means of course completion. ADT funding may be used but will be limited.

Enrollment Pre-requisites for all hands:

1. Daily outside reading is required with several hours of preparation the night before.
2. Physical fitness will be conducted in a structured manner 3 times a week.
3. All students receive a height/weight/body fat evaluation during check-in.

PRT PROGRAM CHANGES HIT THE STREETS!!!

NAVADMIN 039/98
MSGID/GENADMIN/PERS-6//
SUBJ/PHYSICAL READINESS PROGRAM CHANGES//
POC/R. HERNANDEZ/LCDR/DSN: 224-5742/COMM: (703) 614-5742//
RMKS/1. A SIGNIFICANT REVISION TO OUR PHYSICAL READINESS PROGRAM INSTRUCTION, OPNAVINST 6110.1E, WILL BECOME EFFECTIVE ON 01 SEP 98. RECOMMENDATIONS FROM THE FLEET CINCS, BUMED, MCPON AND COMMAND FITNESS COORDINATORS, WHO MAKE THIS PROGRAM WORK ON A DAILY BASIS, HAVE BEEN INCORPORATED TO ENSURE THAT THE PROGRAM IS RELEVANT AND SUSTAINABLE, ESPECIALLY IN OUR CHALLENGING OPERATIONAL ENVIRONMENT. THE REVISED INSTRUCTION PROVIDES COMMANDS WITH INFORMATION, TRAINING RESOURCES, AND ADMINISTRATIVE TOOLS TO ACHIEVE AND MAINTAIN AN EFFECTIVE COMMAND PHYSICAL READINESS PROGRAM.
2. THE INSTRUCTION WILL SOON BE AVAILABLE FOR DOWNLOAD VIA THE INTERNET FROM THE NAVY ELECTRONIC DIRECTIVES SYSTEM (NEDS) AT WWW.DODSSP.DAPS.MIL/USNDIRS.HTM. COMMANDS WHICH DO NOT HAVE ACCESS TO THE INTERNET MAY DOWNLOAD THE INSTRUCTION FROM BUPERS ACCESS AT (703) 695-6900/DSN 225. THE INSTRUCTION WILL ALSO BE INCLUDED IN THE NEXT QUARTERLY RELEASE OF THE SECNAV/OPNAV DIRECTIVES CD-ROM WHICH IS DISTRIBUTED TO ALL COMMANDS INCLUDED IN SNDL 1 AND 2.MAJOR POLICY CHANGES ARE DESCRIBED BELOW:

A. MANDATORY COMMAND FITNESS COORDINATOR (CFC) TRAINING:
COMMAND FITNESS COORDINATORS MUST BE CERTIFIED WITHIN SIX MONTHS OF DESIGNATION. CFC TRAINING, ENTITLED "NAVY EXERCISE LEADER COURSE" (NELC), IS DELIVERED EITHER VIA VIDEO TELETRAINING (VTT) OR FROM BUPERS-CERTIFIED NAVY FITNESS INSTRUCTORS, MOST OF WHOM ARE LOCATED AT MWR FITNESS CENTERS. CALL YOUR LOCAL VTT SITE (LISTED IN PARA 3) FOR VTT QUOTAS OR CONTACT YOUR LOCAL MWR FITNESS CENTER TO LEARN WHERE NELC COURSES ARE OFFERED IN YOUR AREA. CFC'S WHO COMPLETED TRAINING SINCE JAN 96 AND RECEIVED A BUPERS CERTIFICATE MEET THIS REQUIREMENT.

B. REVISED HEIGHT/WEIGHT AND BODY FAT STANDARDS: CHANGES TO THESE STANDARDS ARE BASED ON EXTENSIVE HEALTH AND FITNESS RESEARCH. THE MAXIMUM ALLOWABLE BODY FAT LIMITS WILL BE 22 PERCENT FOR MEN AND 33 PERCENT FOR WOMEN. THESE UPPER BODY FAT LIMITS ARE THE CLINICAL DEFINITIONS OF OBESITY AND ARE NOT THE HEALTHIEST LEVELS FOR OUR SAILORS--IT IS IN NO ONE'S BEST INTEREST FOR INDIVIDUAL SAILORS TO HOVER JUST BELOW OR AT THE UPPER LIMITS WHEN THEIR PHYSICAL APPEARANCE CLEARLY INDICATES AN OVER-WEIGHT (EXCESS BODY FAT) CONDITION. THE HEIGHT/WEIGHT TABLE (USED AS A SCREENING TOOL TO DETERMINE IF BODY FAT MEASUREMENT IS NEEDED) WILL CHANGE FOR BOTH MEN AND WOMEN TO REFLECT MORE CLOSELY THESE UPPER BODY FAT LIMITS. MANY INDIVIDUALS WILL NOTICE THEIR MAXIMUM WEIGHT IS REDUCED BY SEVERAL POUNDS SINCE THE REVISED TABLES NOW REFLECT 22 AND 33 PERCENT FOR MEN AND WOMEN, RESPECTIVELY. ALTHOUGH HEIGHT/WEIGHT TABLES ONLY APPROXIMATE BODY FAT LEVELS, THEY REMAIN AN EFFECTIVE SCREENING TOOL. THE FOLLOWING TABLE SUMMARIZES THE CHANGES TO THE MAXIMUM ALLOWABLE WEIGHTS WHICH WILL BE USED FOR PRT CYCLES CONDUCTED ON OR AFTER 01 SEP 98 (E.G., HT/WT MEASUREMENTS TAKEN IN AUG 98 FOR A SEP 98 PRT WILL USE THE FOLLOWING TABLE):

WEIGHT FOR HEIGHT TABLES

WOMEN--MAXIMUM WEIGHT IN POUNDS	HEIGHT IN INCHES	MEN--MAXIMUM WEIGHT IN POUNDS
134	58	132
138	59	137
142	60	142
145	61	147
149	62	152
152	63	157
156	64	162
160	65	167
163	66	172
167	67	177
170	68	182
174	69	188
177	70	192
181	71	196
185	72	201
188	73	206
192	74	211
195	75	216
199	76	221
203	77	226

206	78	231
210	79	236
213	80	241

C. MODIFICATION OF RUN TIMES: RUN TIMES HAVE BEEN MODIFIED TO REFLECT MORE CLOSELY THE AEROBIC CAPACITY FOR WOMEN BETWEEN AGES 17 AND 29. THE FOLLOWING TABLE SUMMARIZES THE CHANGES TO THE 1.5-MILE RUN TIMES:
(M=MEN, W=WOMEN)

	17-19 YRS M / W	20-29 YRS M / W	30-39 YRS M / W	40-49 YRS M / W	50+ YRS M / W
OUTSTANDING:	9:00/11:30	9:15/11:30	10:00/12:00	10:15/12:15	10:45/12:45
EXCELLENT:	9:45/12:30	10:30/13:15	11:45/13:45	12:15/14:15	12:30/14:45
GOOD:	11:00/13:30	12:00/14:15	13:45/15:30	14:30/16:15	15:15/16:45
SATISFACTORY:	12:45/15:00	13:45/15:45	15:30/17:15	16:30/18:15	17:00/19:00

D. REVISED INSTRUCTIONS FOR PUSH-UPS AND CURL-UPS: REQUIRES MONITORING FOR PROPER PERFORMANCE OF EVENTS AND REPORTING OF SCORES.

E. PROCEDURES FOR CONDUCTING SPECIAL PRT'S: CO'S MAY AUTHORIZE SPECIAL PRT'S TO APPROVE (OR DELAY) FROCKING, PROMOTION/ADVANCEMENT, AND REDESIGNATION. PARTICIPATION IN SUCH PRT'S WILL BE RESTRICTED TO MBRS WHO ARE ACTIVELY PARTICIPATING IN THE COMMAND-DIRECTED PHYSICAL CONDITIONING PROGRAM AND HAVE DEMONSTRATED THAT THEY CAN EASILY PASS ALL EVENTS OF THE PRT. ALL EVENTS OF THE PRT MUST BE TAKEN, AND ALL PRT SAFETY PRECAUTIONS MUST BE MET.

F. CHANGES TO THE SIT-REACH EVENT: FAILURE OF THE SIT-REACH WILL NO LONGER BE A FAILURE OF THE ENTIRE PRT. MEMBERS WHO FAIL SIT-REACH WILL BE ASSIGNED TO THE COMMAND-DIRECTED PHYSICAL CONDITIONING PROGRAM TO EMPHASIZE FLEXIBILITY WHICH CAN BE A GENERAL INDICATOR OF THE PROPENSITY FOR LOWER BACK DIFFICULTIES AND INJURIES.

G. EXERCISE FOR PREGNANT SAILORS: PREGNANT SAILORS WILL PARTICIPATE (UNLESS MEDICALLY WAIVED) IN AN EXERCISE PROGRAM APPROVED IN ADVANCE BY THEIR PHYSICIAN AND IAW THE GUIDELINES OF THE AMERICAN COLLEGE OF OBSTETRICIANS AND GYNECOLOGISTS. RESEARCH HAS SHOWN THAT CONTINUING TO EXERCISE DURING PREGNANCY HELPS TO EASE THE STRAIN OF PREGNANCY, IS HEALTHIER FOR THE BABY, AND MAKES GETTING BACK INTO SHAPE EASIER. PREGNANT SAILORS WILL CONTINUE TO BE MEDICALLY WAIVED FROM BODY COMPOSITION AND PRT'S DURING THEIR PREGNANCY AND FOR UP TO SIX MONTHS FOLLOWING THE END OF THE PREGNANCY.

3. PRT UPDATE BRIEFINGS TO DISCUSS THESE PROGRAM CHANGES ARE SCHEDULED FOR CO'S, XO'S, CMC'S, AND CFC'S VIA VTT. THESE BRIEFINGS WILL BE HELD FOR EAST COAST SITES: 17 APR (1000-1200 EDT), AND 15 MAY (1500-1800 EDT); FOR WEST COAST SITES: 27 MAR (1200-1600 EST), 17 APR (1000-1200 EDT), 08 MAY (1200-1600 EDT), AND 15 MAY (1500-1800 EDT). SEE BELOW FOR A LIST OF VTT SITES. THESE PRT UPDATE BRIEFINGS WILL BE CONDUCTED THROUGH INTERACTIVE VIDEO/DISTANCE LEARNING ON BOTH THE CNET ELECTRONIC SCHOOLHOUSE NETWORK (CESN) AND THE NAVY MEDICINE WORLDWIDE CAMPUS (NMWC). VTT SITES AND TELEPHONE NUMBERS TO ARRANGE QUOTAS FOLLOW:

EAST COAST CESN SITES:
DAM NECK, VA (757) 433-8053/7337 (DSN 433)
NEWPORT, RI (401) 841-2429 (DSN 948)
KINGS BAY, GA (912) 673-2001 EXT 1783 (DSN 573)
INGLESIDE, TX (512) 776-4709/5695 (DSN 776)
GROTON, CT (860) 694-3933 (DSN 694)
NSHS BETHESDA, MD (301) 295-9955 (DSN 295)
NORFOLK, VA (757) 445-0862/0904 (DSN 565)
GREAT LAKES, IL (847) 688-5588 (DSN 792)
MAYPORT, FL (904) 270-5260 EXT 48 (DSN 960)
PASCAGOULA, MS (601) 761-2441 (DSN 358)

EAST COAST NMWC SITES:
NSHS PORTSMOUTH, VA (757) 953-5061 (NO DSN)

WEST COAST CESN SITES:
FTC SAN DIEGO, CA (619) 556-7221 (DSN 526)
EVERETT, WA (425) 304-4681 (DSN 727)
BANGOR, WA (360) 315-2599 (DSN 322)
PEARL HARBOR, HI (808) 471-0851 (DSN 315)

WEST COAST NMWC SITE:
NSHS BALBOA, CA (619) 532-5474 (DSN 522)

4. OUR GOAL IS A NAVY THAT IS HEALTHY AND PHYSICALLY READY TO RESPOND TO EMERGENT SITUATIONS. MOST OF YOU ARE FULLY ON BOARD WITH THIS GOAL AND I APPLAUD YOUR EFFORTS. FOR THOSE FEW WHO DO NOT MEET PHYSICAL READINESS STANDARDS, MODIFY YOUR DIET AND EXERCISE PROGRAMS TO GET AND STAY IN SHAPE. COMMANDS ARE EXPECTED TO SUPPORT THE GOAL OF ATTAINING AND MAINTAINING FITNESS BY REQUIRING A MINIMUM OF THREE AEROBIC EXERCISE PERIODS PER WEEK, WHEN MISSION AND OPERATIONAL REQUIREMENTS PERMIT. INDIVIDUAL PERSONAL DISCIPLINE IS VITAL IN ACHIEVING INCREASED FITNESS LEVELS. THE CFC IS THERE TO HELP MEET THIS GOAL. ALTHOUGH PHYSICAL FITNESS IS A PERSONAL RESPONSIBILITY, LEADERSHIP WILL ASSIST AND LEAD THE WAY.

5. RELEASED BY VADM D. T. OLIVER, N1.//

Put the donut down.

14TH DENTAL COMPANY UPDATE

By Captain Ken Kucharz, DC, USNR, Company Commander

First order of business is to welcome new members to the 14th. DET 2 is again back up to 2 officers with the recent arrival of CDR Doug Henschel. For those of you who are wondering where you have heard that name before, CDR Henschel was the recent recipient of the RADM Vaughn Award. Doug is no stranger to the 14th. He started his career with DET 4 when DET 4 was at Allentown, Pennsylvania and later served as the OIC of DET 2 Brooklyn. Although he recently served as OIC of a 32 unit, we know his heart was with Program 9 and we welcome him back.

DET 3 in Forest Park received a direct commission dental officer. LT Tom Bormann comes to us "off the street" directly into the Reserves. He is a general dentist and a part time farmer. It is great to have him with us.

LCDR Valerie McDavis has joined DET 3 in Kansas City. She is a periodontist who practices in St. Louis and Jefferson City, Missouri. With four years of active duty experience and her perio training, LCDR McDavid brings a great deal of experience and training to the 14th.

LT Mark Wuchner has rejoined DET 4 in Norfolk. Mark had been a member of DET 4 in the past but had taken some time off in the IRR. He is again ready to be an active member of our Company and we welcome him back.

DT3 Daniel Stevens has joined DET 3 in Kansas City after moving to the St. Louis area. He has been a member of DET 4 in the past.

CDR Tom Shaw from DET 3 of Forest Park has been selected as the Outstanding Dental Officer of REDCOM 13. Well done, Tom!

DET 1 of Kansas City recently completed Pre-Hospital Trauma Life Support Training in conjunction with the Fleet Hospital unit at their RESCEN. PHTLS certification was awarded to the participants.

The 14th was well represented at the recent Chicago Mid-Winter Meeting. Everyone from DET 3 attended and 3 members of DET 1 were also there.

HQ DET recently used their ADALS at the MCRC, Red Bank, NJ. Bringing the ADALS to the Marines has saved many hours of valuable drill time which would have been spent traveling to a DTF for exams.

On a sad note, we will shortly see the retirement of DT1 Olivia Rusty. It must be noted here that Olivia was the first female member of Program 9 in the days when Program 9 billets were coded "male only." After getting verbal approval, I signed Olivia up to join DET 2. Written approval did not follow, so she had to go back to Program 32, but for a few months she was in Program 9 and I was her Company Commander. We will miss "Grandma" and we wish her well in her retirement.

The 14th is currently planning a Company IDTT at Ft. Dix, NJ. Money will be the determining factor on the success of this one. More to follow later. Time to close before I take up the entire Gator Aid issue.

Autobiographies:

DTC Paul Browne joined the United States Navy on the 16th of April 1968. He traveled to Great Lakes Naval Training Center to start his 13 weeks of training with Drill Company 5924. Upon completion of his basic training in June of 1968 he was sent to U.S. Naval Dental Technicians "A" School in San Diego, CA. After a grueling 16 weeks of "A" school, he graduated on 22 November, 1968. DA Browne was assigned to NTC Orlando, FL, at that time a new Navy Base taken over from the Air Force. After fine tuning his skills for 1 1/2 years he was reassigned to the USS Howard W. Gilmore (AS-16) homeported in Key West, FL. DT3 Browne finished his active duty in January 1971 and returned home to join the Naval Reserve and to complete his A. S. degree at Seminole Community College. He met his wife, Marlene Carol Brucks, of 23 years and was married on June 8th, 1974. Marlene and Paul settled in Orlando and had three children, Peter, Nicole, and Megan. DT2 Browne continued his Naval career in the Reserves and joined the 24th Dental Company in December 1983. Having made many AT's to exotic places like MCMWC Bridgeport, CA, Camp Ripley, MI, Camp Pendelton, CA, Camp Lejuene, NC, Desert Storm/Desert Shield. DT1 Browne was promoted to DTC in 1993 and assumed the position of Company Chief in December 1997.

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DTC Angela Jimerfield was born and raised in California. She enlisted in the Navy in January of 1981. She attended "A" School and spent 11 years and 9 months on active duty. She was honorably discharged as a DT1 in October of 1991. While on active duty, she served at NDC Pearl Harbor, NDC San Diego, NDC Charleston, BDC, NAS Bermuda, and NDC Bethesda. Upon her release from active duty, she affiliated with the Reserves in November of 1991 and was promoted to DTC the following September. She has served in several units including Naval Medical Logistics Command in Maryland, VTU in Guam, NDC Treasure Island, and now the 4th Dental Company in Dallas. Chief Jimerfield currently resides with her husband Craig, and 14 year old daughter, Tiffany, in San Antonio, Texas. She is presently employed as Administrative Assistant to the Associate Dean of Dental Outpatient Clinics at the University of Texas Health Science Center in San Antonio, Texas. Chief Jimerfield is currently the HQ DET, 4th DENCO LCPO.

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CDR Bill Fischer, a native of Rochester, NY, attended the State University of New York at Albany where he earned his Bachelor of Science in Biology. He continued his education at the University of Pennsylvania School of Dental Medicine, graduating in 1981. During dental school, he was active in the Naval Reserve, and upon graduation was stationed at NRDC, San Diego, CA. The next year, he was transferred to Okinawa, Japan, from which he participated in several deployments throughout Asia. During his 7 years of active duty his duty stations included CBC Port Hueneme, CA, USS Cleveland, and COMTHIRDFLT.

Upon his release from active duty, CDR Fischer started private practice in Chula Vista, CA. He continued his affiliation with the Naval Reserve, first as VTU, and then as a member of the 4th Dental Company. He served as CO of NDCL 319 from October 1995 to September 1997. In October 1997, he was assigned as the OIC of DET 4 in San Diego, CA. He continues to practice in the South Bay area of San Diego. He is married, has 2 children, and presently resides in Bonita, CA.

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"THE LAST WORD"

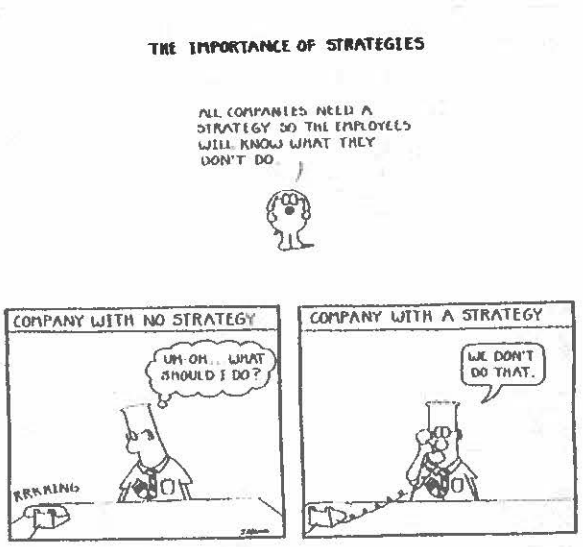
BILL HARTMANN LT, MSC,USN

From the book Lincoln on Leadership; why are there so few leaders in today's business community? The answer seems to be that most managers simply don't understand or know enough abut the nuts and bolts of skilled leadership. It's difficult subject that can be taught. And it is even more arduous to implement because doing so often involves trial and failure, pain and discomfort. (Donald T. Phillips, author)

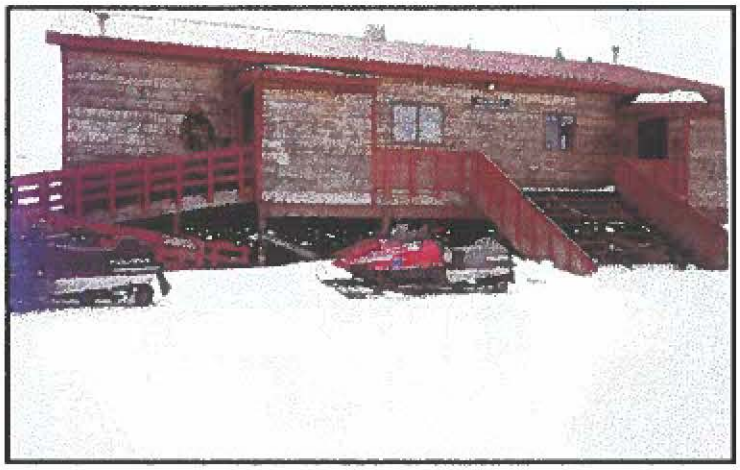
All of us in positions of leadership would like to at the least be acknowledged as a good leader. We would like to have our employees or junior officers and enlisted acknowledge or even "brag" about our leadership ability within the work force. We need that in order to feed the "ego" we develop when explaining how great we performed because of my leadership and organizational ability. To be able to justify our self comments about delivering the "special program" that as a result save thousands for the company. Or we've seen over 1 million patients and raised readiness to limits that will never be reached again until the next millennium. Sound crazy? We do it, every time eval or fitrep time comes or every time we're in a conversation that pits our unit and experiences against another unit.

It seems today all we do is quote out of books about leadership, we try to make our point that "if you want to be a leader you must lead like me" or it takes Honor, Courage and Commitment to be an effective leader. Does all this help improve leadership or are we just sounding the horn for the cause?

What's the answer to improving the leadership, I don't know, but we have thousands of books that help describe leadership qualities that are successful and some that are not so beneficial to the cause. I will say this though, if someone were to ask me what makes a good leader, I'd respond with one word WILLINGNESS. You are never going to be able to be a leader of men and women without WILLINGNESS. Real Leadership, I mean real Leadership comes from a WILLINGNESS to experience the trial, failures, pain and discomfort of learning that we are not natural born leaders but just a student. A student who's willing to learn on how to reach the level of leader...not self proclaimed...but...well schooled.


THE IMPORTANCE OF STRATEGIES
ALL COMPANIES NEED A STRATEGY SO THE EMPLOYEES WILL KNOW WHAT THEY DON'T DO.
COMPANY WITH NO STRATEGY
UH-OH... WHAT SHOULD I DO?
RRRING
COMPANY WITH A STRATEGY
WE DON'T DO THAT.

A R C T I C C A R E * 9 8



DENTAL CLINIC AT KIPNUK

DT1 ADAMS AND DT1 TOWNSEL (I&I) AT QUINAGAK

CHILDREN OF TOOKSOK BAY VISIT CHIEF FARMER (I&I)